



FACULTY SENATE Est. 1991

Michael Noll
President

James Archibald
President-Elect/Vice President

linda pysher jurczak
Secretary

Sean Lennon
Parliamentarian

Faculty Senate Minutes March 19, 2015; 3:30 pm Magnolia Room

1. Called to order by Michael Noll at 3:34.

Proxies: Holliman for Lambeth; Kuhlmeier for Buchanan; Ocasio for Tsemunhu; Acosta for Bell; Schlairet for Cohen; Aiello for Grant; Lowe for Arnett; Marks for Ware; Chakreborty for Wares; and Pufong for Mboup.

2. **Kuhlmeier** moved to approve the minutes of the February 19, 2015 meeting of the Faculty Senate, which was seconded by **Clegg-Hyer**. The minutes were approved unanimously.

3. New Business

a. Resolution Concerning University System of Georgia Retiree Healthcare Strategy-Dennis Marks (Attachment A)

Marks shared that the USG is moving to change health care benefits for retirees, and that this would be a serious and detrimental move for seniors. The move would worsen health care coverage, and it is being discussed at Retiree Council. He then asked for the Senate to approve the resolution in support of retaining the current health care benefits. **Fares** moved to approve, **Fike** seconded, and the motion was unanimously passed.

4. President McKinney was asked to join the table as a symbol of unity. Noll spoke about the two symbols for crisis in Chinese—danger and opportunity, and how this is our opportunity to work on problems that have been ignored for far too long. He went on to explain that a house divided will not stand for long and that we are all part of the same team.

Noll asked for approval by the Senate of the Executive Report. **Thieme** moved to approve, **Sanger** seconded; the motion failed.

The list of questions Faculty Senate sent to Dr. McKinney, as well as his responses to those questions are included at the end of the minutes as Attachment A. The following are questions and dialog in response to his answers.

General Vision

Thieme asked about freedom in regards to class size, budgets, and research money.

McKinney noted that all state budgets have constraints, and one of the main reasons we have a greater degree of fiscal autonomy is due to our capital campaign. He asked that we get past the notion that we couldn't do things in the past.

Sanger questioned why we are not looking for local students.

McKinney responded that we are always recruiting. According to Clark, we are up in the number of local students, and we buy students names when they are juniors.

Grove asked what three things McKinney would do tomorrow if he could do anything for VSU.

McKinney stated the first thing he would do is have scholarship money for all students in a situation where they would not be able to finish their degrees. Second, he would want the kind of financial flexibility that would allow teaching and research loads to be equitable. Finally, he would increase endowment to a point where the university would be financially secure in at-risk times.

Faculty and Staff Partnership

Noll announced the first annual Faculty Senate/Administration Retreat and that feedback would be shared at the first meeting in August.

Fares wanted to know what the charge of the task force is. **McKinney** responded that we are not taking advantage of the expertise we have on campus. He also explained that the structure is outdated. There is a need to start asking crucial questions to eliminate continual budgetary issues, and broad representation from all areas would be helpful.

Administrative Positions In Comparison

Allard wanted to know if we could see numbers for peer institutions used for salary analysis. **McKinney** stated he will make a digital file available. **Sudip** asked what the point is of creating new positions and eliminating others. **McKinney** answered that it came out of conversations in 2013 with the executive committee as a result of coming on board and looking in different places for things.

Due-Process and Morale

L. Adams wondered if administration is aware of the effect of firings on morale of faculty and staff. **Thieme** stated that this university is different and that senior faculty is important here. He asked if we are cutting dead wood. **McKinney** answered that we are looking at the imperative of change, and in the position of President it is a humbling realization. He explained that presidents have a life span of five to seven years in one place. He also stated that seniors are our culture; presidents pass through, but we are a culture.

Academic Freedom and Social Justice Activism

Grove stated it sounds like we have to ask permission. **McKinney** said only if you believe there is a gray area. **Grove** then asked if people can be vocal on some issues that others might be sensitive about, and **McKinney** said yes. **Ostapski** asked if the buck stops here, and **McKinney** said he will always support freedom of speech. **Ostapski** discussed the process and the grievance committee petitioned to be looked at clearly because there are mixed signals. **McKinney** stated there are different forums for specific issues. **Noll** stated there is a history of not following our ideas and we need to revisit this.

Ombudsman

Noll stated that this creates another administrative layer. He noted that the position has to be one that is helpful, and asked how you create a position like this that empowers and actually has an impact. **McKinney** said when it comes to accountability and reporting lines the last thing anyone wants is someone who goes running to the president or senior cabinet. He continued with the notion that confidentiality is important. He

noted however, that some things, by law, have to be reported. Sexual harassment and discrimination are things that need to be reported to Maggie's office. Beyond that it is an organizational question. He continued to ponder the notion of setting it up as a person who reports to the faculty and staff rather than administration. **Gheesling** noted the concern he has that the needs of his students are not being met at the expense of something else. **McKinney** added that for anything that we add, we have to take something away somewhere. The goal is to add this as an institutional priority without creating unintended, negative consequences.

Plans to Recruit and Retain Qualified People

Gheesling stated that he can save the university millions of dollars on technology and asked if McKinney is interested.

Lapsed/Swept Funds

Grove requested that the information be shared and asked if anyone has done trend studies. She also asked when the last time anyone looked at operating budgets was. **Martin** stated she is willing to do it. **Grove** said it would be more efficient to use the money for start-ups, salaries, grad students, etc. **Martin** stated the operating should be just about right. They are from Dean's rather than budgeted services, and the data is there. **McKinney** added that there is one important step to consider and that is the means by which the budgets are renormalized. **Grove** stated that the wheel does not need to be reinvented. There are others in the state of Georgia that don't have so much leftover. **Coons-Yates** stated they do have it but it isn't distributed in a public forum—higher administration makes the decisions.

VPAA's Office

No questions

Average Class Size Calculation

No questions

4. Discussion

Due to the fact that the Senate was losing quorum, **Noll** asked for those who had reports that had to be shared to share them, and the discussion was limited to three questions. **Noll** stated that those who did not have a chance to ask questions should not worry because they could be asked another time. According to **Noll**, this was just the beginning of a new and different partnership at VSU. An unnamed senator asked about long-term planning and the number of interims in positions. He stated that the number of interims precludes the possibility of long-term planning. **McKinney** stated that it does matter that they have been ignored. When the budget may be cut \$5 million spending money on searches was not thought to be one of the smartest things to do. Going into this academic year, one of the charges, according to **McKinney**, for Academic Affairs in particular is national searches to eliminate interims. **Puffer-Rothberg** asked if it is the responsibility of new faculty to seek out information. **McKinney** answered that we still need to improve our information flow, and that we need to work together to be sure information is available. No reports were forthcoming. Quick coverage of new business led **Noll** to share that the work continues with the statutes. He also noted that we need to make some changes to the By Laws and asked everyone to take a look at them and make suggestions. By this time we lost quorum. Other new business will be addressed at the next meeting. **Lowney** asked about the evaluations of Deans etc. Archibald responded that they could be expected the second full week of April. Hyer-Clegg asked where ideas or suggestions could be sent for the By Laws, and **Noll** responded we will take it up again at the April meeting. Sanger recognized the work of the Executive Committee during this turbulent time.

5. Adjournment

Attendance

*indicates a proxy

Faculty Senate

Alicja Rieger

Arsalan Wares*

Babacar Mboup*

Bonni S Cohen*

Brett Williams

Colette Drouillard

Craig Hawkins

Daniel BaracsKay

Darrell G. Fike

David Kuhlmeier

Dawn Lambeth

Diane Holliman

Diane Wright

Dominick Gheelsing

Donald Thieme

Fleming Bell*

Grazyna H. Walczak

Jacob M. Jewusiak

James Archibald

Jason Allard

Jose Velez-Marulanda

Karen Acosta

Karin Murray

Katharine Adams

Katherine Lamb

Kelly Davidson Devall

linda jurczak

Lynn Adams

Marc G. Pufong

Maren Clegg-Hyer

Mathew Carter

Matthew Grant*

Maura Schlairet

Michael Meacham

Michael Noll

Michael Sanger

Michelle Ocasio

Mike Holt

Peggy Moch

Rudo Tsemunhu

S. Andrew "Andy" Ostapski

Said Fares

Sean Lennon

Shannon Lowe

Stacey Walters

Sudip Chakraborty

Theresa J. Grove

Tom Aiello

Tommy Crane

Victoria Russell

William Buchanan*

Visitors

Nursing & Health Sciences- LaGary Carter
Retirees Association- Dennis Marks
Legal Affairs- Laverne Gaskins
F&A- Tracee Martin
F&A- Christy Yates
Campus Rec- Richard Hammond
Campus Rec- Shawn Pippin
Library- M. Puffer-Rothender
Off-Campus Programs-J.G. Weaver
IDEA/Sociology-Kathi Lowney
EMC-Lisa Snipes
EMC- Sarah Hough
IT- Keisha Roberts
EMC- Barrie Fitzgerald
Financial Services- Jan Fackler
Procurement- Beverly Amiot
SSC- Terence Sullivan
SSC- Chere Peguesse
CO- Gerald Willis
COBA- Ed Walker
COBA- L. Wayne Plumly
Physical Plant- Ray Sable
Library- Ken Smith
History- Stephanie Hinnershitz
History- Owen H. Jones
Chemistry- Alfred Fuciarelli
Internal Audits- Brandon Maines
Internal Audits- Jeanne Severns
President's Office- Melinda Cutchens
President's Office- Debra Ryals
Whitney Yarber
Kimberly Luse
Shannon McGee
Sheri Gravett
Don Leech
Denise Bogart
Connie Richards
Penelope Croft
Lai Orenduff
S. Michelle Jordan
T. York
Colleen Kavanaugh
A. Blake Pearce
John Crawford
Teresa Williams
Michael Black
James LaPlant
Richard Schmertzing
Ellen Friedrich

